

Sustainability Report 2025

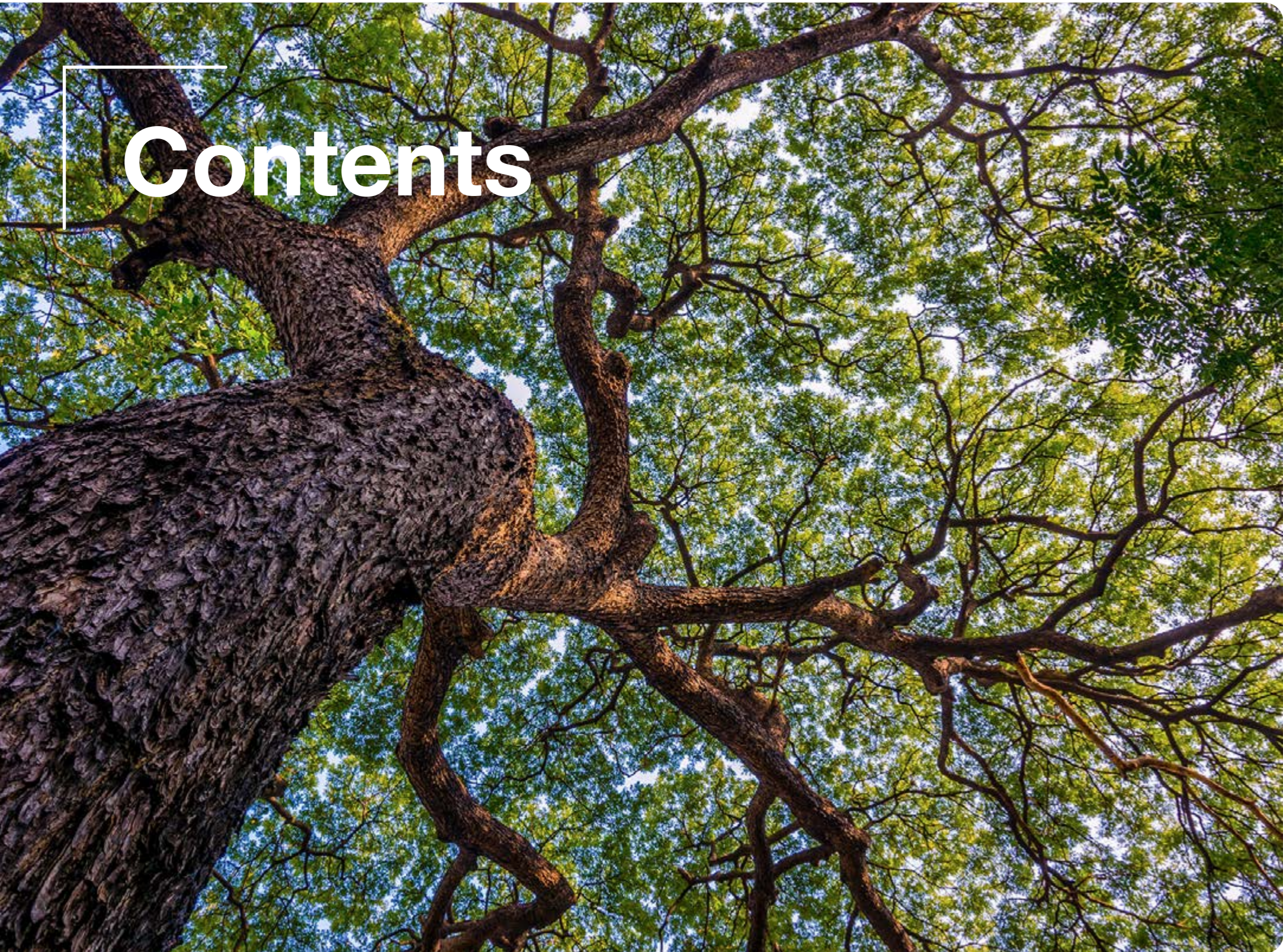
Purpose
People
Planet

*Building families and
helping people live better lives*

FERRING
PHARMACEUTICALS



Sustainability
Report
2025



Contents

Message from Jean-Frédéric Paulsen	6
GENERAL INFORMATION	8
Basis for preparation (BP)	8
Sustainability governance (GOV)	9
ENVIRONMENTAL INFORMATION	20
Climate change (E1)	20
SOCIAL INFORMATION	30
Own workforce (S1)	30
Workers in the value chain (S2)	37
Consumers and end-users (S4)	39
GOVERNANCE INFORMATION	44
Business conduct (G1)	44
APPENDIX	47

Continuing our journey to sustainability

Progress in 2025



Jean-Frédéric Paulsen
Chairman of the Board of Directors
and Chief Executive Officer

“ We have reduced greenhouse gas emissions, and our climate targets were officially approved by the Science Based Targets initiative ”

As a company based in Switzerland, we are witnessing the impact of climate change at first-hand through the rapid loss of Alpine glaciers. Since 2015, a quarter of the country's glacier volume has simply melted away. This provides a stark reminder of the urgent need for action, and underlines our determination to reduce the environmental impact of our operations.

Ferring has always been committed to doing business responsibly, and this report sets out the progress we have made in the last year – not just in protecting the environment, but also in adding value to society and maintaining high standards of ethics and governance.

In terms of safeguarding the environment, we passed a major milestone in early 2025 when our targets for reducing greenhouse gas emissions were approved by the Science Based Targets initiative (SBTi). This globally recognised standard ensures that corporate goals are aligned with international climate policy. We are implementing a robust plan to reduce greenhouse gas emissions across our operations and value chain, with the goal of reaching net-zero by 2050. In 2025, we succeeded in reducing our gross market-based Scope 1 and 2 emissions by 4.3% overall and Scope 3 emissions by 19%.

From a social perspective, employee engagement continues to be a cornerstone of our people strategy. This serves as a critical enabler of the enterprise model which we launched in 2025 to transform our business and promote sustainable growth. A new Leadership Excellence Survey will ensure we support managers and provide insights that help them drive employee engagement and performance more effectively.

Access to affordable healthcare is embedded in Ferring's purpose and strategic priorities. Our Project Family™: Safe Birth initiative aims to reduce maternal deaths in some of the world's poorest communities by enabling wider access to Carbetocin Ferring. This life-saving medicine prevents postpartum haemorrhage, the leading direct cause of maternal mortality worldwide. In 2025, we supplied around 1.7 million doses of Carbetocin Ferring at an affordable access price, and gained further approvals in seven low- and lower middle-income countries.

In my role at Ferring, I am proud of our achievements in the past year, and look forward to further progress in 2026 as we continue to pursue high standards of environmental protection and business integrity.

Jean-Frédéric Paulsen
Chairman of the Board of Directors
and Chief Executive Officer

General information



Basis for preparation

This Sustainability Statement describes Ferring's environmental, social and governance (ESG) progress in 2025 and our future ambitions. It has been approved by the Board of Directors and is available on www.ferring.com.

Ferring has been an active participant in the United Nations Global Compact (UNGC) since 2016, and this Sustainability Statement serves as a complementary document to the UNGC Communication on Progress (CoP), which will be submitted in July 2026 using the CoP digital platform.

This statement consists of consolidated sustainability information from Ferring Holding SA (Switzerland) ("the Company") and its subsidiaries ("Ferring Group"). The scope is the same as the consolidation principles used in the financial statements.

The Sustainability Statement addresses our upstream and downstream value chain, with related impacts, risks and opportunities (IROs) identified and assessed in our DMA. Relevant policies, actions and targets extend to our value chain where relevant.

This report has been developed using the amended draft European Sustainability Reporting Standards (ESRS) from 2025 as a foundation for our future reporting requirements under the Corporate Sustainability Reporting Directive (CSRD). This year's report seeks to present currently available information that is requested under the amended draft ESRS as we move towards full compliance with the CSRD. In addition, this statement has been prepared in accordance with the Swiss Code of Obligations for non-financial reporting.

Furthermore, we have followed the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard to assess and calculate our carbon footprint for Scope 1, 2 and 3 GHG emissions.

Sustainability topics in ESRS E1, S1, S2, S4 and G1 were assessed to be material in Ferring's double materiality assessment conducted in 2024 and will be covered in the relevant sections of the Sustainability Statement.

The general requirements of ESRS 1 have been applied in preparing this statement.

Sustainability governance

Ferring's sustainability governance is anchored in the Audit and Finance Committee, which operates under the oversight of Ferring's Board of Directors. Together, these bodies provide strategic direction and oversight on sustainability-related matters, including the identification and management of IROs. The Audit and Finance Committee oversees the company's management of financial and sustainability-related matters and provides advice to the Board of Directors on internal controls in financial reporting and sustainability reporting procedures, financial, accounting and sustainability matters, as well as on tax, treasury, insurance and risk management. These responsibilities are detailed in the Audit and Finance Committee charter.

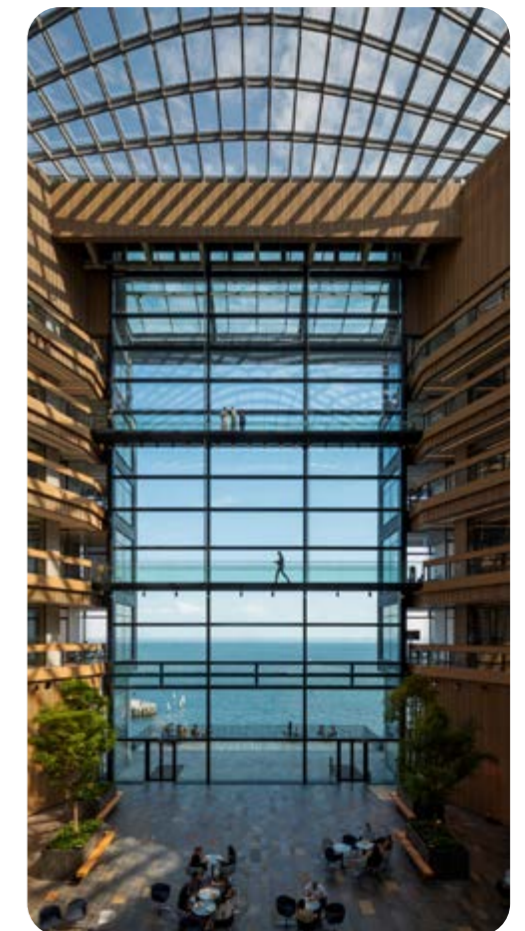
The Board of Directors approves key initiatives aligned with the sustainability strategy and approves the annual Sustainability Statement. The Executive Committee is responsible for implementing the Board of Directors' decisions, overseeing the achievement of sustainability targets, and monitoring developments related to material IROs. These are reflected in the Group Scorecard to ensure accountability and transparency. Progress on material sustainability topics is driven by the relevant corporate functions, each contributing to the delivery of Ferring's sustainability ambitions.

In addition to the relevant competencies held by senior management, sustainability expertise is also available to all members of the Board of Directors and Executive Committee through Ferring's membership of the Biopharma Sustainability Roundtable. In addition, the Chief Financial Officer and Chief Sustainability Officer provide regular updates on key sustainability matters and regulatory developments. For further information on governance, please refer to the Ferring Annual Report.

Risk management and internal controls

The responsibility for overseeing the processes, controls and procedures related to sustainability reporting lies with the Audit and Finance Committee under the Board of Directors.

For GHG accounting, we conduct systematic completeness and comparison controls, which we aim to build into our existing financial controls framework. For other disclosures, the controls procedures are currently being developed ahead of our mandatory CSRD reporting in 2027.



Stakeholder engagement

Ferring engages with stakeholders to ensure their interests and views are considered in the development of our business strategy, including sustainability-related decisions. Engagement methods and frequency vary depending on the stakeholder group, reflecting the nature of the relationship and relevance to specific topics.

The insights gathered through these engagements are applied in different ways across the organisation, but the overarching goal remains consistent: to align our strategy with the needs, expectations and concerns of our stakeholders.

Key stakeholder	Engagement approach and frequency	Interests, views and connection to strategy and business model	How leadership is informed of views related to IROs
Existing and potential investors/lenders	Annual reporting, as well as regular meetings and dialogue	Continued sustainable growth and financial planning	Key governing body is the Audit and Finance Board Committee
Insurance underwriters	Annual business reviews, assessments and site inspections	Mitigate and cover the risk of property damage and consequential business interruption	Key governing body is the Audit and Finance Board Committee
Ferring employees	Two annual engagement surveys; quarterly global townhalls; some local Workers' Councils	Employees' interests are assessed using four engagement parameters: 1: Basic needs ("what do I get?") 2: Individual fulfilment ("what do I give?") 3: Teamwork ("where do I belong?") 4: Growth ("how can I grow?")	Employee engagement on global scorecard; monthly status update to Executive Committee; Board of Directors updated at every meeting
Patients and patient organisations	Clinical studies; safety reports; ongoing patient group engagement	Access to safe, efficacious and high-quality products at a reasonable price	Science, Medicine and Development Council under the authority of the Board of Directors
Regulators and authorities	Written and face-to-face interactions upon request with many Ferring functions e.g. Quality Assurance, Pharmacovigilance, Compliance, Corporate Finance	Compliance with regulations; protection of people and the environment	Board Committee governance under the authority of the Board of Directors, depending on the regulatory area in question
Suppliers	Regular meetings and scorecards from key suppliers	Sustainable, long-term business relationships; clear key performance indicators (KPIs); timely payment	Key governing body is the Audit and Finance Board Committee
Workers in Ferring's value chain	No direct engagement	Fair and equal treatment; respect for workers' rights	N/A



Double materiality assessment

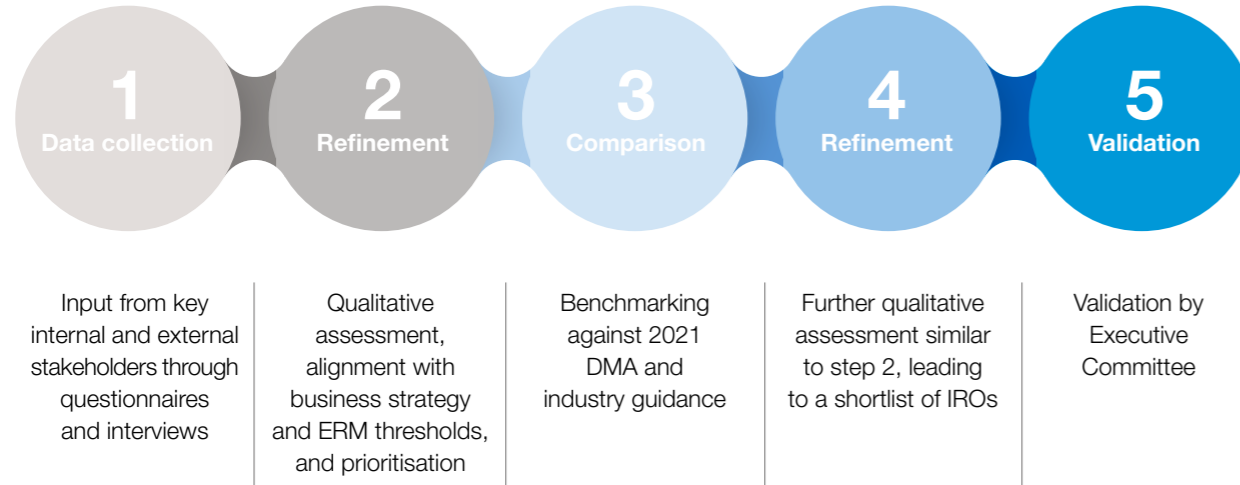
Methodology

In 2024, Ferring conducted a double materiality assessment (DMA) aligned with the 2023 ESRS, providing a strategic understanding of our material IROs related to sustainability matters. This assessment evaluated IROs from a double materiality perspective, considering firstly Ferring's impact on people and the environment, and secondly the impact of people and the environment on our business.

Material IROs are integrated into Ferring's Enterprise Risk Management (ERM) platform, ensuring they are continuously monitored and addressed.

This marks the first time Ferring has applied ESRS and European Financial Reporting Advisory Group (EFRAG) methodology and guidance, representing a significant evolution from the approach used in our previous 2021 DMA.

The methodology and decision-making process included the following steps and data sources:



Assessment process

Activities and topics

All ESRS topics were included in the DMA process, and subject matter experts (SMEs) were requested to consider all topics and sub-topics from the ESRS (AR16) for their relevant area of expertise.

For environmental topics, the DMA focused on manufacturing activities and their associated impacts, with particular attention to risks prevalent in the pharmaceutical sector.

For social topics, the DMA considered all Ferring sites and included material topics from our 2021 DMA as well as a list of industry-specific topics.

Scope and geographical focus

For environmental topics, the assessment was aligned with the locations of our manufacturing sites. For social topics, geographical considerations included talent sourcing regions and locations relevant to clinical trials, as identified in our value chain mapping.

The DMA evaluated impacts arising from Ferring's operations and business relationships. The scope of the DMA included our global operations, covering manufacturing, research and development, medical and scientific affairs, and marketing and sales, as well as our upstream and downstream value chain.

Insights for the assessment were primarily provided by internal SMEs across Ferring's global locations. In addition, we engaged with external stakeholders and consulted independent experts to ensure a balanced and comprehensive perspective.

Scale and scoring

A 5-point scale was used to assess IROs from both an impact and financial perspective, and topics with a score of 4 or more were deemed material.

For actual and potential negative impacts, materiality was based on severity and likelihood, with actual negative impacts receiving a 5 for likelihood. For human rights topics, there was a systematic prioritisation of severity over likelihood.

For financial effects, Ferring's ERM team was actively involved, applying its methodology to estimate both the magnitude and likelihood of financial effects associated with identified IROs.

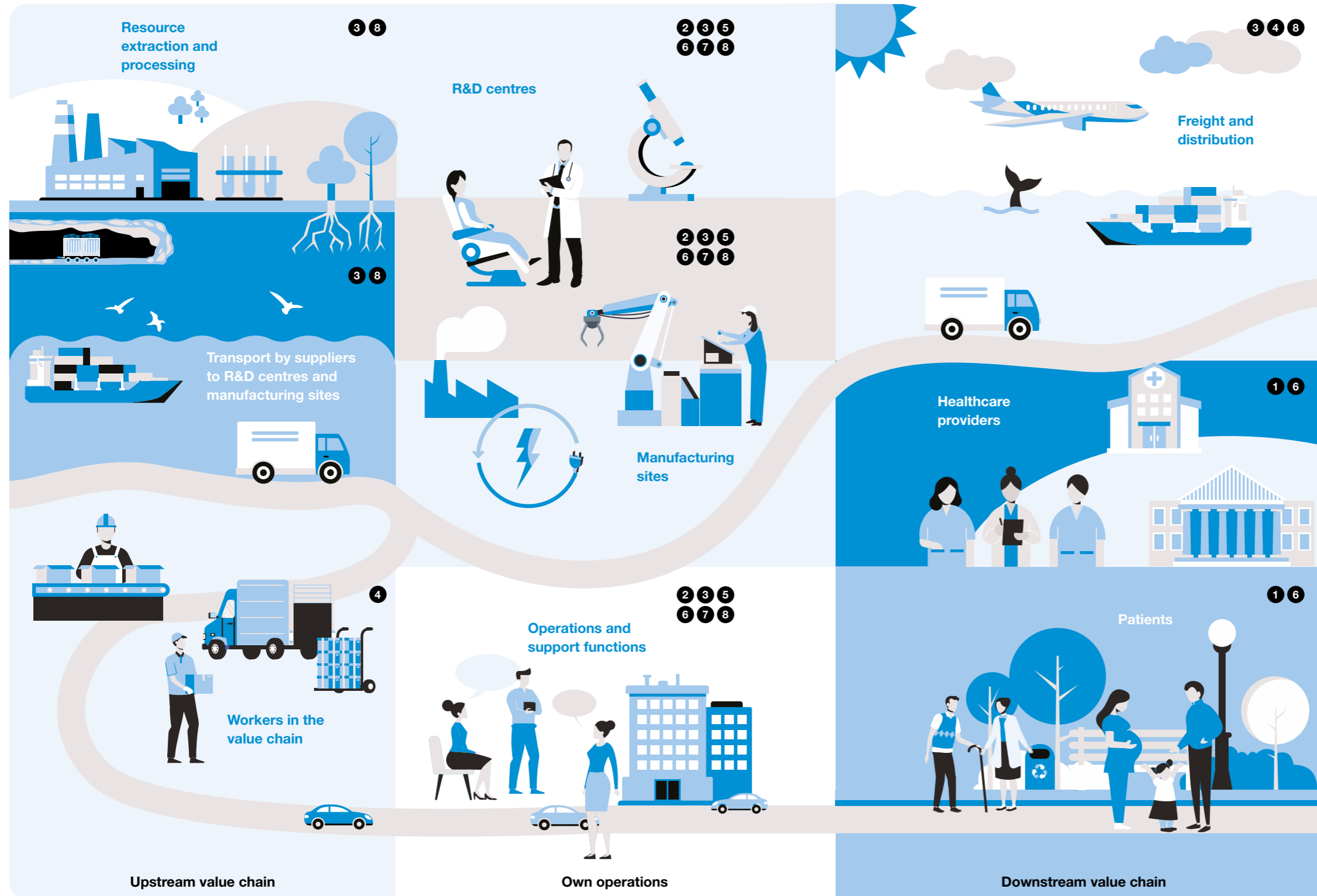
Input parameters

The data sources used for the DMA included internal and external SME perspectives, industry guidance, our 2022 human rights impact assessment, the 2021 DMA, existing due diligence procedures, and our risk register.

Integration of DMA and ERM process

At Ferring, risks are currently prioritised based on their financial materiality or the presence of compliance-related concerns.

A core element of Ferring's sustainability due diligence was to integrate the ongoing assessment of materiality of sustainability matters into our ERM. While a comparative evaluation of sustainability risks against other business risks is not yet in place, we have taken important steps to improve alignment. Specifically, we have mapped ESRS topics (as referenced in AR16) onto existing ERM categories and incorporated missing topics to ensure comprehensive coverage. The ERM risk monitoring platform now allows flagging and retrieval of sustainability-related IROs.



Outcome of the materiality assessment

The material IROs presented in this report differ from those in Ferring's 2024 Sustainability Statement, as they are based on our newly conducted DMA aligned with the ESRS.

Positive impacts

- 1 Access and affordability (actual)
- 2 Business ethics (actual)

Negative impacts

- 3 GHG emissions (actual)
- 4 Human rights in the value chain (potential)
- 5 Employee data privacy (potential)
- 6 Product quality and safety (potential)

Risk

- 7 Employee engagement

Opportunity

- 8 Cost efficiency and GHG emissions reduction

Policies to address material IROs

At Ferring, we have adopted policies to address our material IROs. Some of these policies cover several topics related to our IROs and can be found in the table below. All our policies are available to employees in the Ferring digital library.

Our Human Rights Commitment is available to our suppliers and business partners on Ferring's global website, and our supplier conduct principles are integrated into the template for new contracts with suppliers.

Title	Key content of policy	IRO relevance	Scope of coverage	Value chain	Affected stakeholders	Referenced third-party standards
Environment, Health & Safety (EHS) Policy	Addresses energy efficiency, renewable energy deployment, health and safety hazards, and other environmental impacts. The purpose of the policy is to provide a safe and healthy work environment for employees, to minimise our environmental impact, and to comply with all applicable EHS regulations	GHG emissions and cost efficiency	Global	Own operations	Own workforce	ISO 45001:2018; ISO 14001:2015; ISO 50001:2011
Global Privacy Policy	Defines data privacy and data protection standards for the control and processing of personal data by the Ferring Group. The purpose is to respect the right to privacy and protect the personal data of employees and other people with whom Ferring interacts and conducts business	Data privacy	Global	Own operations	Own workforce, upstream and downstream value chain	
Human Rights Commitment	Contains a pledge to uphold internationally recognised human rights principles, including trafficking in human beings, forced labour and child labour	Human rights	Global	Own operations	Own workforce, workers in the value chain, consumers and end-users	UN Guiding Principles on Business and Human Rights; ILO Declaration on Fundamental Principles and Rights at Work; OECD Guidelines for Multinational Enterprises on Responsible Business Conduct

Title	Key content of policy	IRO relevance	Scope of coverage	Value chain	Affected stakeholders	Referenced third-party standards
Quality Policy	Describes the quality objectives and sets direction for Ferring's commitment	Product quality and safety	Global	Own operations	Consumers and end-users	None
Global Quality Manual	Describes the framework and processes of Ferring's Quality Management System throughout the product life cycle	Product quality and safety	Global	Own operations	Consumers and end-users	ISO 13485; ICH E6(R2); ICH Q7-Q11
Quality Management System governance and management responsibility	Describes requirements and overall responsibility for governance of Ferring's Quality Management System, including management review responsibility	Product quality and safety	Global	Own operations	Consumers and end-users	ISO 13485; ICH Q10
Quality monitoring and improvement	Defines the requirements for continuous monitoring and improvement of the Quality Management System, supporting process performance, quality of data and product quality throughout the product life cycle	Product quality and safety	Global	Own operations	Consumers and end-users	ISO 13485; ICH Q9, Q10
Pharmaco-vigilance and Medical Device Post-Market Surveillance Systems	Defines requirements of the Ferring Pharmacovigilance and Medical Device Post-Market Surveillance Systems	Product quality and safety	Global	Own operations	Consumers and end-users	ISO 13485; ICH E2A-F; FDA CFR; GVP modules I-XVI as defined by European Medicines Agency
Policy on Extraordinary Access and Use of Ferring Products	Applies to requests for extraordinary therapeutic access to products for individual named patients or groups of patients	Access to affordable healthcare	Global	Own operations	Consumers and end-users	
Ferring Philosophy	Describes our commitment to conducting responsible business in a fair, respectful and ethical manner	Business ethics	Global	Own operations	Own workforce	

Title	Key content of policy	IRO relevance	Scope of coverage	Value chain	Affected stakeholders	Referenced third-party standards
Speak-up Policy	Encourages a speak-up culture and gives guidance on how to use the AlertLine; ensures protection against retaliation for raising concerns in good faith either through the AlertLine or elsewhere	Business ethics	Global	Own operations	Own workforce	
Bioethics Policy	Describes Ferring's commitment to continually set and maintain high standards of bioethics	Business ethics	Global	Own operations	Consumers and end-users	
Interactions with external stakeholders	Guides Ferring employees on their expected conduct in all interactions with external stakeholders, particularly those in a position to influence Ferring's business directly or indirectly	Business ethics	Global	Own operations	Consumers and end-users	
Code of Conduct	Promotes ethical conduct and integrity by addressing areas such as respectful workplace behaviour, conflicts of interest, and strict adherence to anti-corruption principles aligned with the UN Convention Against Corruption. Ensures protection against retaliation for raising concerns in good faith either through the AlertLine or elsewhere	Business ethics	Global	Own operations, upstream and downstream value chain	Own workforce, external stakeholders acting on Ferring's behalf	
Supplier Conduct Principles	Sets out the expectation that our suppliers will respect and protect human rights and provide a safe and fair working environment for their employees and in their own supply chains	Business ethics, human rights	Global	Upstream and downstream value chain	Workers in the value chain, suppliers	Based on the Pharmaceutical Supply Chain Initiative's Principles for Responsible Supply Chain Management and the UNGC's Ten Principles



Environmental information



Climate change

IRO description

Ferring's global operations, particularly our manufacturing facilities, generate greenhouse gas (GHG) emissions which contribute to climate change and negatively impact both people and the environment. As such, GHG emissions are considered material due to their actual negative environmental impact. While most emissions occur in our upstream value chain, we are also responsible for emissions in our own operations and downstream value chain.

As part of our trajectory towards net-zero, we have identified opportunities to reduce both emissions and costs by reviewing and optimising current business processes and operational activities. Consequently, GHG emissions are also considered material as an opportunity for Ferring. This relates especially to our own operations, where obsolescence management at manufacturing sites is now integrated into our decarbonisation roadmap. This ensures investments in new equipment align with our emissions reduction goals while supporting a financial business case.

Additionally, reducing emissions extends into our ways of working, improving efficiencies in our manufacturing facilities and organising our global operations more effectively. Further opportunities lie in our upstream value chain, including decisions on purchasing, transportation and sourcing of materials. These areas offer significant potential to reduce emissions while also optimising costs.

Interaction with strategy and business model

These considerations are closely connected to our strategy, business model and value chain, as emissions arise from both our global operations and purchasing activities. Our sustainable growth journey includes an ambition to grow our business, which will inevitably increase emissions. However, we aim to remain sustainable from both a cost and GHG perspective. The opportunity to review and optimise current business processes and operational activities is fully aligned with and embedded into our growth strategy, ensuring this supports our objectives rather than compromising or affecting them.

Our business model includes manufacturing, transportation and purchasing of products, and as a global organisation our energy consumption is inevitably high. Despite these activities, we aim to keep our strategy and business aligned with the Paris Agreement through our decarbonisation roadmap and commitment to reach net-zero. The IROs are not expected to substantially affect our company strategy and business model.

We address the climate-related impacts and pursue the GHG emissions reduction-related opportunities identified in our DMA through our decarbonisation plan, guided by our science-based GHG emissions reduction targets.

Resilience and climate-related scenario analysis

Ferring's insurers have prepared a climate risk scenario for 2030 and 2050 from a property loss perspective, covering climate-related physical risks only. The risk assessment covers Ferring's largest sites from an asset value perspective but does not include our supply chain. The latest analysis, prepared in May 2025, applies the latest climate science and data from global climate models used in the Sixth Assessment Report (AR6) of the UN Intergovernmental Panel on Climate Change (IPCC). This is used to assess the climate change-related physical risk to Ferring's sites with a value above a defined threshold, using geospatial coordinates for the sites in question. The analysis evaluates exposed physical asset values and business interruption values according to two IPCC climate change scenarios (i.e. RCP 2.6 and RCP 8.5), both in the near-term (by 2030) and long-term (by 2050).

In addition, our decarbonisation programme management team continuously monitors regulatory developments to understand transition risks such as environmental taxes, financial market trends, and the phasing out of certain high emission sources on which key sites are dependent.

The planned reduction levers help to mitigate these transition risks.

None of the potential risks identified in the climate-related scenario analysis of physical risk give rise to adjustments in Ferring's strategy or business model.

However, the negative impact of Ferring on the environment and the opportunity to create efficiencies by mitigating this impact (as identified in our DMA) do give rise to planned adjustments of physical assets and business processes.

Climate-related physical risks are managed as part of our property loss prevention programme, and we have the capacity to address any climate resilience actions proposed by our insurer in both the near- and long-term. Negative impacts from our emissions are mitigated through the decarbonisation plan and our near- and long-term GHG emissions reduction targets.

One significant area of uncertainty in the resilience analysis is that it focuses on physical risk and does not currently include a systematic assessment of transition risk.

Current financial effects of IROs

We are at the beginning of the journey to reduce our emissions and pursue opportunities arising from combined emissions and cost reductions. We have calculated the payback period for the opportunities already being pursued, and do not currently foresee any financial effects.

Transition plan for climate change mitigation

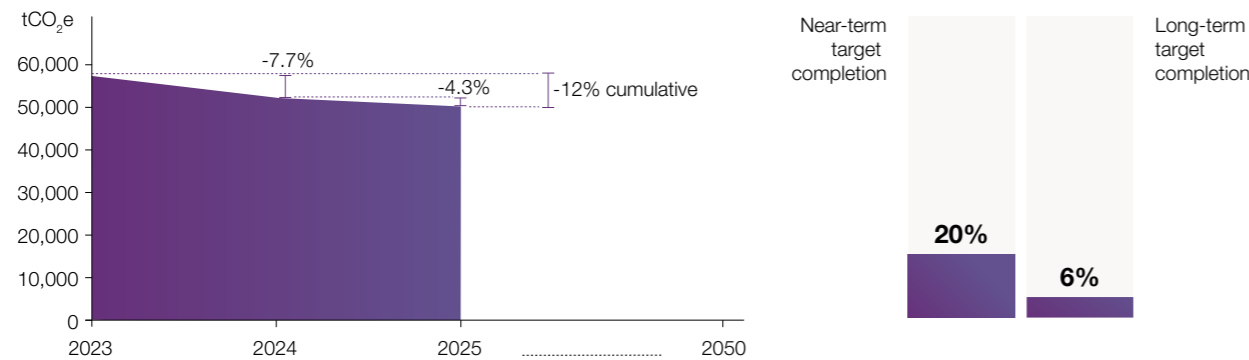
Ferring is committed to reaching net-zero emissions by 2050. We have obtained approval from the Science Based Targets initiative (SBTi) for both our near- and long-term GHG emissions reduction targets,

and we have developed a short-term decarbonisation roadmap for Scope 1 and 2 emissions reductions. The near- and long-term targets and our net-zero commitment are in line with the Paris Agreement goal of limiting global warming to 1.5 degrees Celsius.

Target ¹	Target base year	Target year
Near-term		
58.8% absolute reduction in GHG emissions (Scope 1 and 2 [market-based])	2023	2034
74.0% of our suppliers by emissions have Paris Agreement aligned reduction targets	2023	2030
Long-term		
90.0% absolute reduction in GHG emissions (Scope 1 and 2 [market-based])	2023	2050
90.0% absolute reduction in GHG emissions (Scope 3)	2023	2050
Net-zero GHG emissions	2023	2050

1. See Appendix for full SBTi target wording and further target progress details.

Progress against Scope 1 and 2 targets



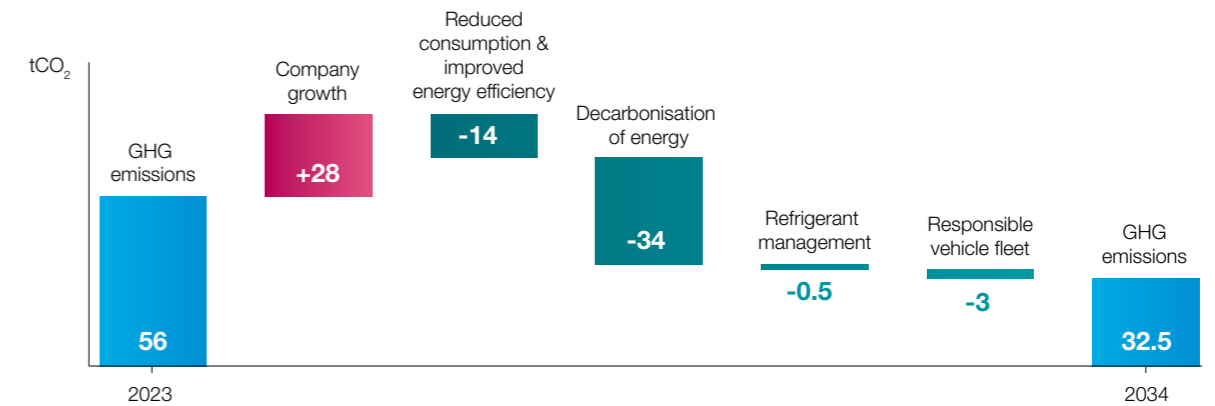
In 2025, we achieved a 12% reduction compared to the 2023 base year for our SBTi near-term Scope 1 and 2 reduction target. This represents a 20% target achievement.

We have not yet made progress on our supplier engagement target compared to the baseline, and remain at 9% target achievement. We are currently building capacity to make and track progress on the engagement target across all suppliers in scope.

Reduction levers

Ferring's near-term decarbonisation roadmap for Scope 1 and 2 emissions focuses on three levers: energy management, capital investments and power purchase agreements (PPAs).

Decarbonisation trajectory (near-term)



Our roadmap covers 42.0% of the 58.8% reduction required to reach our near-term target. The remaining 16.8% will be achieved through our electricity sourcing strategy, which is still being finalised. Nevertheless, we are confident in our ability to reach the target.

Our transition plan addresses both our climate-related impacts and GHG reduction opportunities, aiming to improve operating and production costs by enhancing energy efficiency, increasing price predictability, and proactively managing risks and opportunities.

Financial and investment planning

Our near-term target achievement roadmap includes an investment plan aligned with our obsolescence management plan, and with capital expenditure (Capex) and operating expenses (Opex) associated with the individual projects relating to each lever. Decisions on these investments are made during our annual budgeting process. For 2026, the planned resources have been allocated to the budget.

Key actions	2025	Planned and expected allocation	Timeframe for future allocations	Dependencies
Capex	€1.5 million	€35.0 million	2025-2035	Annual approval of budget
Opex	€0.1 million	€1.5 million	2027-2028	Annual approval of budget

Reduction roadmap governance



Dependencies and locked-in GHG emissions

Execution of the transition plan depends on the timely deployment of projects and feasibility studies to enable appropriate planning before equipment becomes obsolete. It also depends on the annual site budget prioritisation. Furthermore, the feasibility of the decarbonisation plan is influenced by the accuracy of the company's growth projections. While anticipated growth rates have been factored in, we will have to reassess the decarbonisation roadmap if these are significantly higher than expected.

High emission assets have been identified as part of the decarbonisation roadmap, and we plan to replace these with lower-emitting equipment. However, a dedicated analysis of all assets and their locked-in emissions has not been conducted.

Actions to manage the IRO

The roadmap includes annual progress goals to reach our targets. Activities initiated in 2025 are key elements in this trajectory:

	Key actions and lever	Timeframe	Scope of action	Expected outcome	How effectiveness is tracked
Programme management	Approval of long-term net-zero and near-term Scope 1, 2 and 3 reduction targets by SBTi	2025	Global, own operations, upstream and downstream value chain	GHG emissions reductions according to roadmap	Progress of annual GHG accounting and reporting towards target
	Implementation of decarbonisation roadmap governance to ensure progress on targets	Governance in place August 2025	Global, own operations	GHG emissions reductions according to roadmap	Progress of annual GHG accounting and reporting towards target
Supplier engagement	Supplier engagement programme	2025-2030	Global, own operations, downstream value chain	Near-term SBTi engagement target reached in 2030	Annual reporting on progress vs. engagement target
	Supplier engagement programme pilot in IT	2025	Global, own operations, downstream value chain	Understanding of how to reach SBTi engagement target and increase share of Scope 3 activity data	Pilot evaluation
Scope 1 & 2	Maturity of Energy Management System (EnMS), including development of energy management standard operating procedure (SOP) and mapping of site execution readiness	2025	Global, own operations	Prerequisite for energy management lever on our reduction roadmap	Progress vs. planned onboarding to global EnMS
	EnMS action plans developed for least mature, most material sites				
	Market assessment for renewable electricity sourcing	2025	Global, own operations	Strategy for renewable electricity sourcing	N/A

	Key actions and lever	Timeframe	Scope of action	Expected outcome	How effectiveness is tracked
Scope 1 & 2	Capex: Feasibility study for equipment replacement of one key asset	2025-2026	Own operations (Switzerland)	Replacement of steam boiler with low temperature heat pump for heating, ventilation and air conditioning system; ~1000 tCO ₂ e annual reduction expected	N/A
	Capex: Initiate project to deploy energy meters	2024-2027	Own operations, manufacturing sites	Energy meters installed at all manufacturing sites	Progress vs. plan
	Capex: Install and deploy photovoltaic panels	2025-2026	Own operations (China and Israel manufacturing)	~330 tCO ₂ e expected in China ~279 tCO ₂ e expected in Israel	kWh produced
	Enabler: GHG impact assessment added to Capex governance	2025	Global, own operations	Ensure alignment of new Capex investments with decarbonisation roadmap	N/A
	Enabler: Company car policy mapping	2025	Global, own operations	Understand feasibility of global company car policy to reduce Scope 1 emissions	N/A
Scope 3	Establish governance for reducing packaging materials	2025-2026	Own operations	Ability to comply with Packaging and Packaging Waste Regulation (PPWR); waste reduction; financial efficiencies	N/A
	Improved GHG accounting methodology and recalculation of 2023 and 2024 emissions	2025	Global, own operations	Compliance with GHG protocol; clarity on units of measure, data periods and evidence hierarchy	N/A
Reporting and GHG accounting	Automation of GHG data collection	2025 onwards	Global, own operations	Reduction in manual input means fewer errors; less time spent on reporting	N/A

IRO performance metrics

Energy consumption and mix

2025 saw an increase in energy consumption, driven primarily by consumption in a newly-built site and higher production volumes.

Despite this increase, we achieved a 4.3% reduction in our Scope 1 and 2 market-based and 15.2% in our Scope 1, 2 and 3 market-based GHG emissions in 2025. This is reflected in a decrease in our GHG intensity of 26.7% market-based. We also increased our share of energy from renewable sources from 13% to 18%. This was mainly driven by renewable energy purchasing.

Energy consumption and mix	2025 (tCO ₂ eq)	2024 (tCO ₂ eq)	Base year 2023 (tCO ₂ eq)	2024-2025 (%)
Fossil and nuclear sources				
Fuel consumption from coal and coal products (MWh)	0	0	0	-
Fuel consumption from crude oil and petroleum products (MWh)	40,016	35,623	39,482	12.3%
Fuel consumption from natural gas (MWh)	121,152	96,811	95,546	25.1%
Fuel consumption from other fossil sources (MWh)	0	0	0	-
Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources (MWh)	55,698	56,578	67,790	-1.6%
Total consumption – fossil sources (MWh)	216,866	189,013	202,818	14.7%
Share of fossil sources in total energy consumption (%)	81.7%	86.9%	91.3%	-6.0%
Consumption from nuclear sources (MWh)	0	0	0	-
Share of consumption from nuclear sources in total energy consumption (%)	0%	0%	0%	-
Renewable sources				
Fuel consumption from renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen etc.) (MWh)	439	130	234	236.8%
Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources (MWh)	47,854	28,040	18,882	70.7%
Consumption of self-generated non-fuel renewable energy (MWh)	368	361	300	1.9%
Total consumption – renewable sources (MWh)	48,661	28,531	19,416	70.6%
Share of renewable sources in total energy consumption (%)	18.3%	13.1%	8.7%	39.7%
Total				
Total energy consumption – own operations (MWh)	265,527	217,544	222,234	22.1%

Gross Scope 1, 2, 3 and total GHG emissions¹

In 2025, we reduced our gross market-based Scope 1 and 2 emissions by 4.3% overall.

Due to renewable electricity purchasing, our market-based Scope 2 emissions decreased significantly despite a slight increase in location-based emissions. We continue to roll out a global Energy Management System in our manufacturing sites to better manage our consumption and enable a net decrease in both location- and market-based emissions in the coming years.

Our gross Scope 1 emissions saw an increase in 2025. This was driven by several factors, including higher production volumes and unforeseen refrigerant leaks in some of our manufacturing sites. We are rolling out a more rigorous refrigerant leak detection procedure in our manufacturing sites to minimise leaks in the future.

We saw an overall decrease in Scope 3 emissions. This is a result of our spend-based calculation methodology, as the decrease is primarily driven by currency depreciation in Argentina, where we have high-spend, emissions-intensive activities.

The increase in emissions from end-of-life treatment of sold products and downstream transportation and distribution is linked to an overall growth in sales volumes.

Emissions from out-licensing activities under category 14 (Franchises) decreased significantly, in line with the planned reduction of out-licensing agreements. Similarly, emissions from capital goods declined as construction and Capex activities at our new manufacturing site in India are reaching completion.

Gross Scope 1, 2 and 3 and total GHG emissions

	2025 (tCO ₂ eq)	2024 (tCO ₂ eq)	Base year 2023 (tCO ₂ eq)	2024-2025 (%)
Scope 1 (S1) GHG emissions				
Gross S1	32,431	30,087	30,518	7.8%
Percentage of S1 GHG emissions from regulated emission trading schemes	0%	0%	0%	-
Scope 2 (S2) GHG emissions				
Gross S2 location-based	30,173	29,203	27,868	3.3%
Gross S2 market-based	18,010	22,619	26,626	-20.4%
Gross S1 and S2 market-based	50,441	52,706	57,144	-4.3%
Scope 3 (S3) GHG emissions				
Gross S3	578,819	689,598	610,871	-19.1%
1 Purchased goods and services	293,465	353,946	338,363	-20.6%
2 Capital goods	14,143	25,937	14,934	-83.4%
3 Fuel and energy-related activities (not included in S1 or S2)	11,186	11,139	11,079	0.4%

1. Note that we have improved our GHG accounting methodology and recalculated our base year, as well as 2024 and 2025, according to the new methodology ahead of our SBTi target submission. Hence, the numbers stated for 2023 and 2024 differ from what was previously reported.

	2025 (tCO ₂ eq)	2024 (tCO ₂ eq)	Base year 2023 (tCO ₂ eq)	2024-2025 (%)
4 Upstream transportation and distribution	214,707	241,333	201,499	-12.4%
5 Waste generated in operations	8,260	9,964	10,602	-20.6%
6 Business travel	27,593	39,432	27,243	-42.9%
7 Employee commuting	5,111	5,182	5,285	-1.4%
8 Upstream leased assets	-	-	-	-
9 Downstream transportation	2,139	1,152	677	46.1%
10 Processing of sold products	-	-	-	-
11 Use of sold products	-	-	-	-
12 End-of-life treatment of sold products	2,196	1,413	1,043	35.7%
13 Downstream leased assets	-	-	-	-
14 Franchises	20	101	146	-405.0%
15 Investments	-	-	-	-
Total GHG emissions¹				
Gross S1, S2 location-based and S3	641,424	748,888	669,258	-14.3%
Gross S1, S2 market-based and S3	629,261	742,304	668,016	-15.2%

GHG intensity per net revenue	2025 (tCO ₂ eq/€)	2024 (tCO ₂ eq/€)	% Change
Total GHG emissions (location-based) per net revenue	0.25483	0.31965	-25.4%
Total GHG emissions (market-based) per net revenue	0.25000	0.31684	-26.7%

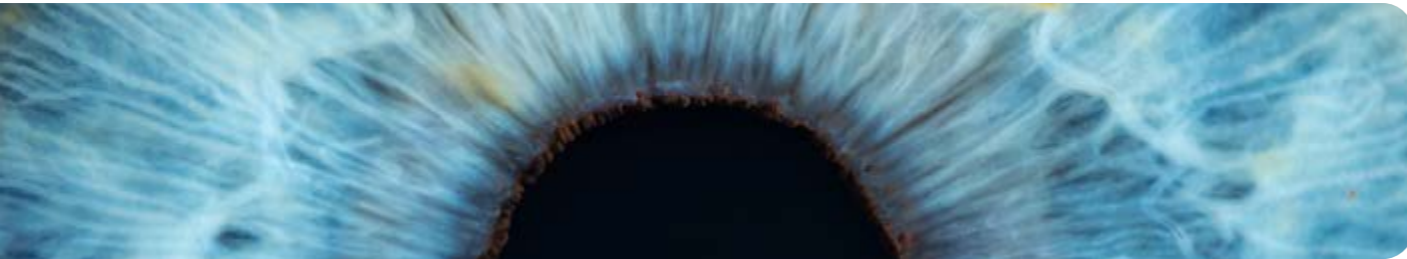
Disaggregation of GHG emissions

Ferring's manufacturing sites are responsible for 81% of our total Scope 1 and 2 emissions. Our decarbonisation roadmap therefore focuses on these sites. The three highest emitting non-manufacturing sites represent 12% of total emissions. Our decarbonisation efforts beyond manufacturing will begin with these sites.

Share of total emissions	
Manufacturing (TechOps)	81.0%
New Jersey, US	5.1%
Kastrup, Denmark	4.5%
Sorrento Valley, US	2.3%
Remaining non-manufacturing sites	7.1%

1. Ferring does not have information related to biogenic emissions of CO₂ from combustion or biodegradation of biomass not included in Scope 2 and 3 GHG emissions, nor in the upstream and downstream value chain separately from the gross Scope 3 emissions.

Social information



Own workforce

Employee data privacy

IRO description

Privacy is considered material because of its potential negative impact on Ferring's employees. Ferring is committed to respecting the right to privacy and protecting the personal data of our employees, as well as other people with whom we interact and conduct business. With the increase in reporting requirements and the rapid advance of artificial intelligence (AI), we must evolve our processes to enable robust data protection, thus preventing breaches of data – and potentially also of human rights – and ensuring compliance with legislation.

Interaction with strategy and business model

This potential impact primarily relates to our own operations, as it concerns internal processes and policies involving data protection for Ferring employees. However, it also extends to our upstream value chain, particularly our IT suppliers who process employees' personal data, and to our downstream value chain as patients could be affected in the event of a cyber-attack that disrupts manufacturing. The IRO is directly connected with Ferring's strategy for sustainable growth. As we embrace the efficiencies offered by AI, we remain vigilant about the increasing risk of data breaches associated with its use.

Ferring has a privacy programme in place, but we must continuously stay alert to ensure that our processes and policies evolve at the same pace as rapid technological advances that introduce new risks and potential negative impacts.

We constantly assess our resilience through peer benchmarking and by aligning our activities to the ISO standard for privacy.

In 2025, the IRO had no effect on Ferring's financial position, performance or cashflow. Furthermore, no human rights incidents related to privacy were reported across our own operations, or in our upstream and downstream value chains.

Actions to manage the IRO

Our privacy programme consists of a series of procedures and actions which take place throughout the year, and which must be maintained to mitigate the risk of privacy breaches and their associated impacts. In addition to these continual efforts, we also implement campaigns, training programmes and awareness-raising activities within more limited timeframes. The key actions for 2025 are outlined below:

Key actions	Timeframe	Scope of action	Expected outcome	How effectiveness of action is tracked
Records of Processing (RoP) Activities Procedure	Always available	Global, own operations	Updated inventory for all personal data processing activities within Ferring	KPIs reported quarterly to Audit and Finance Committee
Data Subject Contact Form Procedure for reporting data privacy breaches	Always available, updated in 2025 according to NIS 2 Directive	Global, own operations	Data subjects can effectively exercise their rights according to applicable data protection laws. Data breaches reported and managed within appropriate timeframes	KPIs reported quarterly to Audit and Finance Committee
Data Protection Impact Assessment (DPIA) Procedure	Always available	Global, own operations	Evaluation of privacy impacts and risks for individuals posed by new and existing business operations	KPIs reported quarterly to Audit and Finance Committee
AI Risk Assessment	Implemented in 2025, applied when onboarding new AI technologies	Global, own operations	Evaluation and management of risks related to the implementation of solutions with an AI component	Number of risk assessments reported to Audit and Finance Committee

Employee engagement

IRO description

Sustaining high levels of employee engagement, purpose and belonging is essential for innovation and long-term growth. When engagement declines, this can affect retention, creativity and overall performance, all of which are critical enablers of our sustainable business agenda. Employee engagement is therefore considered material as a risk to Ferring.



Interaction with strategy and business model

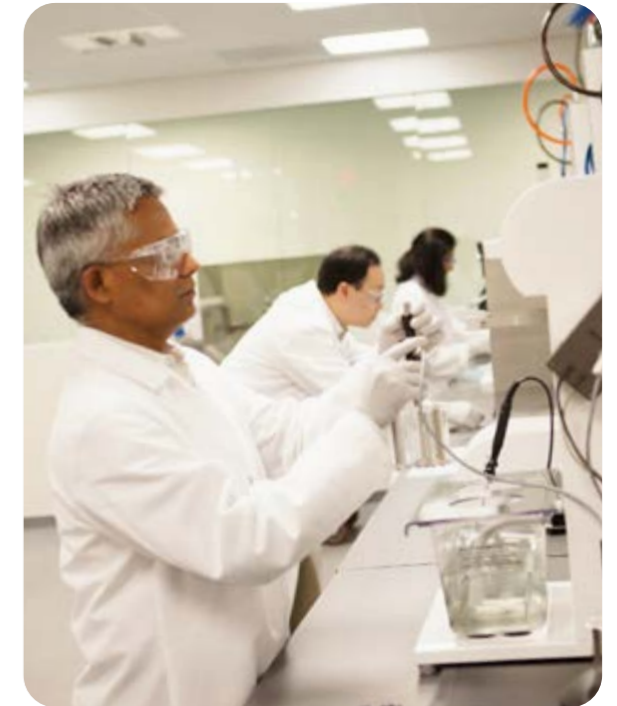
Employee engagement is a cornerstone of Ferring's people strategy, serving as a critical enabler of our business model and long-term deliverables. Our ability to achieve sustainable growth depends on an engaged, capable and purpose-driven workforce that brings our mission to life every single day. Hence, the IRO is closely linked to Ferring's business model. The risk of failing to maintain employee engagement is unlikely to change our strategy and business model, as we will always remain dependent on the people who work for us. However, it underlines the importance of staying focused on ensuring that our employees are engaged in their work and their teams. By continuously investing in a culture that drives belonging and engagement, we strengthen our ability to attract and grow talent, drive innovation, and deliver lasting value to patients and society.

Ferring drives engagement as a global end-to-end process and in close partnership with local HR teams, ensuring consistent and inclusive implementation across all geographies and team sizes. Our approach goes beyond standalone policies. Instead, engagement is brought to life as a business enabler, embedded directly into performance management, leadership development and culture-building activities, enabling sustained impact and accountability across the organisation. We remain confident in our ability to maintain high engagement levels, and no material impact of the IRO has been identified on Ferring's financial position, performance or cashflow in 2025.

Actions to manage the IRO

Employee engagement has many drivers which affect individual employees in different ways. Within a team, there are often signals indicating higher or lower engagement. We actively seek to understand these drivers by conducting annual employee engagement surveys. We aim to understand the factors operating at team level (i.e. >5 respondents), which is the highest degree of granularity possible while maintaining the anonymity of the surveys.

Gallup research shows that direct managers account for 70% of the variance in employee engagement scores. In 2025, we launched a Leadership Excellence Survey to ensure we support managers and provide insights that will help them drive employee engagement and performance more effectively. We also use an accountability index, which is a set of three questions related to action planning from the previous survey, to gain insights into how well managers have followed up on the survey results.



Key actions	Timeframe	Scope of action	Expected outcome	How effectiveness of action is tracked
Engagement survey (Q12) and accountability index	Annual	Global, own operations	Q12 gives insights into how employees feel and experience their work across Gallup's key pillars of engagement: Basic needs, individual contribution, teamwork and growth	Participation rate; mean engagement score; mean accountability index
Leadership Excellence Survey and accountability index	Annual	Global, own operations	Managers receive further insights to help them drive employee engagement and performance	Participation rate; individual question scores (out of 7 questions); accountability index
Action plan follow-up	After each survey	All managers with >5 respondents; managers with <5 respondents to follow up as part of broader action planning	Highly engaged teams and performance improvements	Accountability index

IRO performance metrics

Ferring measures employee engagement through two annual surveys sent to all employees.

In 2025, overall participation rates and engagement scores were marginally lower than the previous year. This reflected a period of organisational transition and restructuring. Notably, the highest-rated engagement items point to strong cultural foundations, commitment to quality work and strong peer relationships. These results signal discipline, resilience and psychological safety, providing a solid base from which to re-energise engagement and sustain long-term performance.

Metric	2025	2024
Engagement survey (Q12 mean)	4.11	4.13
Participation rate (Q12)	85%	90%
Leadership Excellence Survey participation rate	87%	No data
Accountability index	4.19	No data

In 2025, our engagement approach went beyond the Gallup Q12 framework by incorporating Ferring-specific dimensions that reflect our strategic and cultural priorities. This includes questions about the enterprise model that measure employees' understanding of the new structure and their contribution to long-term success. Questions about Ferring performance drivers (i.e. accountability, collaboration and entrepreneurship) assess employees' awareness and activation of performance-enabling behaviours. These dimensions are used to identify trends and focus areas that guide continuous improvement and leadership actions, rather than for external benchmarking or score-based reporting, ensuring engagement insights are directly translated into culture activation, accountability and execution.

Own workforce metrics

Employee headcount by gender

Gender	Number of employees 2025	Number of employees 2024
Male	3,919	3,948
Female	3,733	3,825
Other	70	52
Not reported	2	1
Total employees	7,724	7,826

Employee headcount by country in the 10 largest countries in terms of number of employees

Country	Number of employees
1. Argentina	1,038
2. USA	926
3. Denmark	781
4. Germany	763
5. Switzerland	733
6. China	501
7. Israel	446
8. India	355
9. Portugal	323
10. Czechia	237

Own workforce metrics

	Female	Male	Other	Not disclosed	Total
Number of permanent employees 2025	3,589	3,802	66	2	7,459
Number of permanent employees 2024	3,678	3,844	47	1	7,570
Number of temporary employees 2025	66	72	3	0	141
Number of temporary employees 2024	78	71	0	5	154
Number of non-guaranteed hours employees 2025	78	45	1	0	124
Number of non-guaranteed hours employees 2024	69	33	0	0	102

Health and safety¹

At Ferring, we take the health and safety of our employees extremely seriously. We are committed to prioritising workforce safety and preventing accidents throughout the organisation.

Actions to ensure health and safety

Key actions	Timeframe	Scope of action	Expected outcome	How effectiveness of action is tracked
Foster health and safety culture (including safety maturity assessment)	Development and pilot in 2025, rollout in 2026, sustain in 2027 onwards	Technical Operations (TechOps)	Evaluate how far health and safety are embedded into Ferring's culture; identify strengths, gaps and actions to achieve a more proactive health and safety culture	Total recordable incident rate (TRIR)
Focused programmes for high severity/more frequent incidents (e.g. life-saving rules; chemical management; slips, trips and falls)	Rollout in 2025-2027, sustain in 2028 onwards	TechOps	Prevent fatalities and life-changing incidents; set foundation for further cultural transformation; reduce number of frequent types of incidents	TRIR
EHS harmonisation framework	Rollout in 2025-2027, sustain in 2028 onwards	TechOps	Establish governance and harmonise EHS standards across TechOps based on internationally recognised standards ISO 45001, 14001 and 50001	Self-assessments and internal audits
Property Loss Prevention Programme	Continuous	All sites with total insured values above €10m	Identify risks which can impact our properties and businesses (e.g. fire, explosion, natural hazards); address them as recommended by the property insurer	Regular follow-up of recommendations through a shared IT platform for Ferring and the insurer

1. Datapoints related to health and safety are disclosed due to stakeholder interests rather than DMA materiality.

Performance metrics

Metric	2025	2024
Percentage of people in own workforce covered by health and safety management system	100%	100%
Number of fatalities from work-related injuries among employees in TechOps	0	0
Number of fatalities from work-related ill health among employees in TechOps	0	0
Total number of fatalities from work-related injuries and ill health in TechOps	0	0
Number of recordable work-related accidents among own employees in TechOps	35	44
Total Recordable Incident Rate for own employees in TechOps	5.25	6.75 ¹
Number of cases of recordable work-related ill health for own employees in TechOps	0	0
Number of days lost by own employees due to work-related injuries, recordable work-related accidents and work-related ill health in TechOps	632	897



1. The number reported in the 2024 Sustainability Report was 6.6. We have since improved our incident reporting methodology to better reflect Ferring full-time employees (FTEs) including temporary roles, which has led to a slight increase in the reported figures.

Workers in the value chain

Human rights in the value chain

IRO description

Human rights for value chain workers are considered material, as Ferring’s operations could potentially have adverse impacts on them. We implement a range of due diligence processes with varying scopes and objectives to ensure suppliers uphold our standards of responsible business conduct. However, Ferring currently has limited visibility beyond the suppliers that provide products, materials, or services directly to our business, and we do not yet have a dedicated due diligence framework focused specifically on human rights. As a result, our insight into the conditions and practices affecting workers deeper within our value chain remains restricted.

This may lead to a potential failure to identify human rights breaches linked to Ferring’s operations. Potential negative impacts may include, but are not limited to, child labour, modern slavery, human trafficking, broader human rights violations, ethical issues, bribery and corruption. Additionally, risks may include encountering behaviours that conflict with Ferring’s values and standards.

The potential for human rights impact goes beyond Ferring’s direct operations into our upstream and downstream value chain, particularly in the sourcing of materials and services from high-risk industries and locations. Ferring products containing raw materials must undergo local regulatory approval and secure market authorisation in each country where they are sold. Therefore any forced or unplanned change in sourcing, such as one prompted by a human rights breach, could trigger a cascade of business disruption across our operations.

No human rights incidents connected to workers in Ferring’s upstream or downstream value chain were reported in 2025.



Interaction with strategy and business model

The impact relates to the suppliers and business partners from whom we source our goods and services, and therefore originates from Ferring’s business model and value chain. Since we rely on a global supply chain and raw materials, the potential negative impact on a specific group of value chain workers is unlikely to affect our overall strategy and business model. Nevertheless, it does present reputational and operational risks for Ferring. We therefore remain committed to increasing our visibility across the supply chain, and continually assessing vendors’ needs and capabilities to identify and implement improvements that will strengthen our due diligence processes.

Actions to manage the IRO

Ferring’s Human Rights Commitment and our determination to uphold the Ten Principles of the UN Global Compact (UNGC) encapsulate our pledge to respect the human rights of workers throughout the value chain.

Category managers within Procurement and the External Manufacturing Network are responsible for managing our relationships with 28 key premium suppliers.

There is currently no targeted training provided to these teams on supplier engagement or enhancing supplier sustainability performance.

To address this potential negative impact, Ferring is planning to establish a risk-based human rights due diligence process for suppliers and business partners. This process will include clear guidance around the weighting of the human rights due diligence results in supplier selection, and prioritisation of suppliers and actions if negative human rights impacts are identified.

Key actions	Timeframe	Scope of action	Expected outcome	How effectiveness of action is tracked
Supplier Selection Matrix (SSM)	Every time a new procurement request above €100k is issued	Global, applicable to all requests (or RFX) above €100k	Vendor selection team able to assess potential suppliers based on predefined criteria, including sustainability	Not tracked
Procurement platform Risk Assessment Module – due diligence process	Whenever a new healthcare-related third party is added to our procurement platform. All markets using procurement platform covered as of 2025	All new healthcare-related third parties acting on behalf of Ferring, before services are provided	Assessment of business partners to avoid potential misconduct with adverse legal, reputational and/or financial effects for Ferring	Spot check monitoring that all healthcare-related third parties are covered
Search for minerals and metals sourced from high-risk or conflict-affected areas	Annual search	All raw materials used in production tracked and checked	Mitigation and reporting of human rights risks in high-risk industries and geographies (cf. Swiss Code of Obligations)	Compliance with Swiss Code of Obligations (Article 964j)

Consumers and end-users



Product quality and safety

IRO description

Ferring is committed to developing, producing and commercialising safe and effective products and services. Our quality and safety procedures serve this precise purpose, and product quality and safety are considered material because of their potential negative impact on our patients. Any breaches in quality and safety procedures or monitoring systems could compromise the health and safety of patients and clinical trial participants. We have implemented a robust quality and safety system that assures continuous attention, vigilance and improvement.

Interaction with strategy and business model

The Ferring Philosophy states that “Patients using our products and physicians prescribing them have a right to expect that we will only make available those products in which we have full confidence.” As a pharmaceutical company, the potential material impact related to quality and safety originates from Ferring’s strategy and business model and is directly connected with the patients in our own operations and downstream value chain. We have confidence in our global quality and safety efforts, and in our capacity to address and mitigate any potential negative impact on patients.

There are no current effects of this IRO on Ferring’s financial position, performance or cashflow in the reporting period.

Actions to manage the IRO

Ferring has a dedicated Global Safety function and a Global Quality Assurance function with local Quality Assurance representatives worldwide.

Global Safety has overall responsibility for all pharmacovigilance (PV) and device vigilance (DV) activities. Our Global Safety System, including our database structure, organisational structure, systems and escalation procedures for potential critical issues are summarised in the Pharmacovigilance System Master File (PSMF).

A process is in place for health hazard remediation.

Global Quality Assurance ensures that all our products, manufacturing processes and distribution networks meet the quality standards set by Ferring and worldwide health authorities.

We also have several policies covering this area, all of which prioritise the interests of patients in their design and implementation.¹

Key actions	Timeframe	Scope of action	Expected outcome	How effectiveness of action is tracked
Global Quality & Safety System, global safety database and management escalation process	Always open	Global, open to everyone	Tracking and management of all adverse event cases and complaints related to adverse events	Number and types of complaints are tracked; daily review of adverse events
Complaint Management System	Always open	Global, open to everyone	Ferring is informed by patients or healthcare professionals about possible defects or negative impacts involving our products	Number and types of complaints are tracked; daily review of adverse events
Signal management; PV surveillance and analysis across cases	Continuous	Global, own operations	Ensure new adverse events are identified and potentially added to the label	In monthly global safety report; adherence to timelines is a KPI
Health hazard evaluations (HHEs)	Whenever suspicion arises of a potential risk to patients	Global, own operations	Evaluation of potential risk to patients/users that could result from a quality issue; assessment of safety and complaints data for the relevant population	In monthly global safety report; adherence to timelines is a KPI
Global Quality Management System reporting	Monthly reporting	Global, own operations	Safeguarding patient safety; ensuring Ferring passes all regulatory inspections; protecting Ferring against quality-related claims	Annual management review of quality objectives and KPIs by local and global Quality Review Boards

1. For further details on these policies, please refer to the policy overview on page 16-18.

Access to affordable healthcare

IRO description

Providing access to affordable healthcare is considered material as Ferring has an actual positive impact on patients worldwide, supporting UN Sustainable Development Goal (SDG) 3: Good Health and Well-Being. The key contributor to this positive impact is our Project Family™: Safe Birth initiative, which directly supports SDG target 3.1: Maternal Mortality. This programme promotes the use of Ferring’s innovative medicine, heat-stable Carbetocin Ferring, to prevent postpartum haemorrhage (PPH), the leading direct cause of maternal mortality worldwide. Our mission is to protect the lives of 20 million women and their families by 2030 by providing access to this medicine at an affordable price in the public and not-for-profit sectors of low- and lower middle-income countries (L&LMICs), where the burden of maternal mortality is highest.

Interaction with strategy and business model

Access to affordable healthcare is embedded in Ferring’s purpose and strategic priorities. Our business model places patients at the centre of everything we do, guided by the Ferring Philosophy, which commits us to providing the best possible products in which we have full confidence at the most reasonable cost.

This material topic directly supports our ambition to unlock opportunities to deliver life-changing solutions to patients at every stage of life, bringing hope and joy to families across the world. Ferring has developed a world-class portfolio of innovative medicines, eight of which are listed on the World Health Organization Essential Medicines List.

Patient assistance programmes, tiered pricing models and early access programmes are integral to Ferring’s market access approach, and are designed to address the needs of specific patient groups who may otherwise face barriers to treatment. These mechanisms ensure our medicines reach diverse geographies and patient groups, including in L&LMICs.

This material topic is closely connected to Ferring’s downstream value chain, as the company collaborates with healthcare providers, payers, insurers and governments to tailor pricing and access strategies. This interaction ensures that affordability is not just a corporate goal but a practical outcome for healthcare systems globally.

Key actions	Timeframe	Scope of action	Expected outcome	How effectiveness of action is tracked
Delivery of 20 million doses of Carbetocin Ferring for use in public and not-for-profit sectors of L&LMICs	2021-2030	Downstream value chain	Reduced mortality from PPH	Based on annual targets
Submission of Carbetocin Ferring dossier for registration in over 70 L&LMICs	2020 onwards	Downstream value chain	Additional country registrations	Based on annual targets
Advocacy and partnerships to advance maternal health, e.g. symposium at International Federation of Gynecology and Obstetrics (FIGO) World Congress, launch of World PPH Day, participation in various congresses and events	2025	Downstream value chain	Increased knowledge and awareness	
Key member of World Economic Forum (WEF) Global Alliance for Women's Health. Ferring supported launch of their report entitled Blueprint to Close the Women's Health Gap at WEF Annual Meeting in Davos, Switzerland	2025	Downstream value chain	Address the problem that on average, women spend 25% more of their lives in poor health than men, and resolving this could save an estimated US\$1 trillion a year by 2040 ¹	
Supported launch of Women's Health Responsible Investing Consortium			Encourage investment in women's health	
Five-year holistic maternal health programme	2020-2025	Downstream value chain	Improved health centres and provision of midwifery training	Based on annual KPIs
Fertility Out Loud® (FOL), our unbranded digital platform and social community, offers personal stories, information, expert guidance and resources to support aspiring parents on their own fertility journey	2021 onwards	Downstream value chain	FOL is a trusted resource providing the support and information aspiring parents need, such as fertility coaching at no cost, to help people navigate practical and emotional challenges on the path to parenthood	Engagement metrics

Key actions	Timeframe	Scope of action	Expected outcome	How effectiveness of action is tracked
Bladder Cancer Advocacy Network (BCAN) partner, a US advocacy organisation providing patients with information and community support	2023 onwards	Downstream value chain	Increased knowledge and awareness	Engagement metrics
Partnership with Peggy Lillis Foundation, a US advocacy group providing support and education for people with Clostridioides difficile infection (CDI)	2019 onwards	Downstream value chain	Increased knowledge and awareness of CDI, highlighting the needs of patients and caregivers	

Metrics and targets

Metric	2025	2024	Change	Target 2026
Number of doses of Carbetocin Ferring supplied for in public and not-for-profit sectors of L&LMICs	1.7 million	1.5 million	16% increase	3.9 million doses of Carbetocin Ferring supplied for use in public and not-for-profit sectors of L&LMICs
Number of national regulatory submissions for Carbetocin Ferring	7	5	40% increase	10 additional L&LMICs

1. McKinsey Health Institute. Closing the women's health gap: A \$1 trillion opportunity to improve lives and economies. Available at <https://www.mckinsey.com/mhi/our-insights/closing-the-womens-health-gap-a-1-trillion-dollar-opportunity-to-improve-lives-and-economies> Accessed January 24, 2026.

Governance information



Business conduct

Business ethics

IRO description

Business ethics is considered material due to the company's positive impact on the professional environment in which we operate. At Ferring, we emphasise the need to conduct business with integrity and set the expectation that all our employees, suppliers and business partners must do the same. Through training and by fostering a safe and open environment, our employees are encouraged to consistently do the right thing and speak up if they have any concerns about potential misconduct. This results in business practices which have a positive impact on our employees, and on our stakeholders and the broader sphere in which we operate.

Interaction with strategy and business model

This IRO concerns how we conduct day-to-day business at Ferring, and is therefore closely linked to our strategy, business model and decision-making processes.

Our employees are empowered to speak up to prevent activities such as corruption, bribery, disrespectful or exploitative conduct, or any violations of our code of conduct, laws or policies. This also affects our value chain, as suppliers and business partners are held to the same level of integrity as our own employees.

Actions to manage the IRO

The company's overarching principles of business conduct are captured in the Ferring Philosophy and further detailed in our Code of Conduct, which provides guidance on the expectations we place on our employees and business partners.

Our ongoing efforts focus on regular training of Ferring's employees on business conduct, and we have several training programmes for different target audiences. Ferring's corruption and bribery prevention efforts are focused on functions and employees that provide funding to, and interact directly or indirectly with, external stakeholders.

Prevention and detection of corruption and bribery

To prevent, detect and address allegations or incidents of corruption or bribery, Ferring has put in place due diligence procedures as well as procedures to support the AlertLine and Code of Conduct. We use software to digitally manage the end-to-end process of cross-border activities involving external stakeholders, enabling us to comply with global, regional and local SOPs as well as applicable codes and regulations.

These stakeholders include healthcare professionals (HCPs), healthcare organisations (HCOs), government organisations, non-profit organisations and other third parties. Our primary areas of focus within Ferring are the Commercial, R&D and Medical Affairs functions. We have designated training courses and engagements in place for those functions most at risk of particular business conduct challenges, and whenever a new activity involving external stakeholders is planned. These targeted trainings are assigned to 100% of employees within the functions that work with external stakeholders.

Ferring AlertLine

Employees are encouraged to continually stay alert and speak up at work, identifying any behaviour that may contravene our policy commitments. Ferring regularly conducts training and communication programmes to help employees recognise unacceptable conduct and understand the reporting channels they can use to raise concerns without fear of retaliation.

While employees can raise a matter directly with their manager or the HR, Ethics and/or Legal and Compliance Departments, the Ferring AlertLine is also available and provides employees with a confidential reporting channel, 24 hours a day, seven days a week. Concerns can be reported via an online form or telephone hotline, with the option to remain anonymous. Third parties, including workers in our value chain, can also use the platform to report issues securely.



Key actions	Timeframe	Scope of action	Expected outcome	How effectiveness of action is tracked
Code of Conduct training	Annual	Global, own operations, all employees, non-employees and Board of Directors	Employees are aware of Ferring's business conduct policies and principles	Percentage of employees trained
Ethics training	Annual	Global, own operations, all employees, non-employees and Board of Directors	Employees are aware of how to conduct business ethically and empowered to report incidents	Percentage of employees trained
Ferring AlertLine	Continuous	Global, own operations, upstream and downstream value chain	All reported incidents referred to the appropriate department and resolution reached in a timely manner	Number and nature of incidents
Investigations procedure training	Upon appointment of new investigators	Appointed internal investigators	Investigators are aware of their obligations and the processes for conducting an objective investigation	Not tracked
Implementation of Compliance Management System	2025 onwards	Own operations, employees involved with external stakeholders	Documentation of compliance reviews and approvals of payments to HCPs and HCOs	Number of approvals; time to completion; number of tickets opened for systems usage; tracking of transfers of value to meet local transparency reporting requirements
Global Trade Services (GTS) screening for trade sanctions compliance	In real-time, daily or weekly depending on site; throughout 2025 and onwards	Continuously applied to all Ferring's suppliers and partners (e.g. customers, suppliers, banks)	Compliance with international sanctions, embargoes and dual use regulations	Number of third parties reviewed and cleared from a sanctions perspective
Conflict of interest disclosures form	Annually from 2025, and when on-boarding new employees	Global, own operations, all employees	All potential conflicts of interest known to Ferring and handled appropriately	Percentage of employees who have completed form
Implementation of EU Whistleblower Directive	Ongoing	Global, own operations	Standard investigation and documentation procedure across Ferring globally	Not tracked

Appendix

Disclosure requirements in ESRS covered by Ferring's Sustainability Statement

This list includes references to the relevant disclosure requirements, based on the outcome of our materiality assessment:

General disclosures	Page
ESRS 2 BP-1	8
ESRS 2 BP-2	N/A
ESRS 2 GOV-1	9 + AR
ESRS 2 GOV-2	ND
ESRS 2 GOV-3	50
ESRS 2 GOV-4	9
ESRS 2 SBM-1	14-15 + AR
ESRS 2 SBM-2	10
ESRS 2 SBM-3	20-21, 30-32, 37, 39, 41, 44
ESRS 2 IRO-1	12-13
ESRS 2 IRO-2	20, 30, 32, 37, 39, 41, 44
UNGC disclosures ¹	8, 46

Social disclosures	Page
ESRS S1-1	16-18
ESRS S1-2	10, 33, 45
ESRS S1-3	31, 33
ESRS S1-4	ND
ESRS S1-5	34-35, 55
ESRS S1-13 ¹	35-36, 56
ESRS S2-1	16-18
ESRS S2-2	10, 45
ESRS S2-3	38
ESRS S2-4	ND
ESRS S4-1	16-18
ESRS S4-2	10, 45
ESRS S4-3	40, 42-43
ESRS S4-4	43, 57

Environmental disclosure	Page
ESRS E1-1	22-24
ESRS E1-2	21
ESRS E1-3	21
ESRS E1-4	16-18
ESRS E1-5	25-26
ESRS E1-6	22, 54
ESRS E1-7	27, 53
ESRS E1-8	28-29, 51-53
ESRS E1-11	ND
SBTi disclosures ¹	54

Governance disclosures	Page
ESRS G1-1	16-18
ESRS G1-2	44-46
ESRS G1-3	ND
ESRS G1-4	ND

N/A Not applicable
 ND Not disclosed/no data
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¹. Disclosed to fulfil needs of specific users or to fulfil requirements stemming from other legislation/organisations.

List of datapoints in cross-cutting and topical standards that derive from other EU legislation

Disclosure requirement	Related datapoint	SFDR ¹ reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Page
ESRS 2 GOV-1	12 (a)			x		AR
ESRS 2 GOV-3	16	x		x		50
ESRS 2 SBM-1	20 (d)i	x	x	x		
ESRS 2 SBM-1	20 (d) ii	x		x		N/A
ESRS 2 SBM-1	20 (d) iii	x		x		N/A
ESRS 2 SBM-1	20 (d) iv			x		AR
ESRS E1-1	11				x	22-24
ESRS E1-6	23	x	x	x		22, 54
ESRS E1-7	26	x				27, 53
ESRS E1-7	25	x				27, 53
ESRS E1-8	29	x	x	x		28-29, 51-53
ESRS E1-9	32-33				x	N/A
ESRS E1-11	38			x		ND
ESRS E1-11	40		x			ND
ESRS E1-11	39 (c)		x			ND
ESRS E1-11	41				x	ND
ESRS E2-4	14	x				NM
ESRS E3-1	9	x				NM
ESRS E3-1	10	x				NM
ESRS E3-4	15 (e)	x				NM
ESRS E4-5	18 (c)	x				NM
ESRS E4-2	12 (b)	x				NM
ESRS E5-5	16 (c) and 17	x				NM
ESRS 2 IRO-2	37 (f)	x				N/A
ESRS 2 GDR-P	43	x		x		16

N/A Not applicable
 ND Not disclosed/no data
 NM Not material
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1. EU Sustainable Finance Disclosure Regulation.

Disclosure requirement	Related datapoint	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Page
ESRS S1-1	10	x				16
ESRS S1-13	36 (a)	x				36
ESRS S1-2	13	x				45
ESRS S1-13	36 (c)	x		x		36
ESRS S1-13	36 (e)	x				36
ESRS S1-15	40 (a)	x		x		NM
ESRS S1-15	40 (b)	x				NM
ESRS S1-16	42 (a)	x				ND
ESRS S1-16	42 (b)	x		x		ND
ESRS S2-1	10	x				16
ESRS S2-1	11	x				18
ESRS S3-2	12	x				NM
ESRS S2-3	18	x		x		ND
ESRS S3-3	16	x		x		NM
ESRS S4-2	10	x				45
ESRS S4-3	14	x		x		ND
ESRS G1-1	6 (a)	x				18
ESRS G1-1	6 (b)	x				18
ESRS G1-4	11	x				ND
ESRS G1-2	8 (b) ii	x				ND
ESRS 2 GOV-2	AR 5	x				8
ESRS E4-5	AR 9	x				NM
ESRS E4-2	AR 3	x				NM

Statement on sustainability due diligence

Ferring conducts due diligence activities related to people and the environment. In the table below, each due diligence process is outlined as well as its location in the Sustainability Statement.

Core elements of due diligence	Paragraphs in Ferring's Sustainability Statement
Embedding due diligence in governance, strategy and business model	Sustainability governance Risk management and internal controls
Engaging with affected stakeholders in all key steps of due diligence	Stakeholder engagement
Identifying and assessing impact	Double materiality assessment
	Resilience and climate-related scenario analysis
	IRO descriptions (S1, S2, E1, G1)
Taking actions to address adverse impacts	Interaction with strategy and business model (S1, S2, E1, G1)
	Transition plan for climate change mitigation
	Policies to address material IROs Actions to manage IROs (S1, S2, E1, G1)
Tracking and communicating the effectiveness of efforts	IRO performance metrics (S1, S2, E1, G1)

E1 – GHG accounting methodology

Metrics

Metric	Unit	Calculation methodology	Data source/type	Estimation methodology, limitations, assumptions
Gross Scope 1 GHG emissions	CO ₂ eq	Stationary and mobile combustion: $GHG_{CO_2e} = Consumption \times EF$ Fugitive emissions: $GHG_{CO_2eq} = Consumption_{F-gas} \times GWP$	Invoices, meter readings, maintenance reports, tank capacity and tank level status	Unit type conversions are sometimes necessary to ensure the activity data aligns with the unit of measurement for the available emission factors. Activity data needs to be converted into litres, kWh, metric tonnes or cubic metres
Gross Scope 2 GHG emissions (location-based)	CO ₂ eq	$GHG_{CO_2eq} = Consumption_{kWh} \times EF_{Location}$	Invoices, meter readings	
Gross Scope 2 GHG emissions (market-based)	CO ₂ eq	$GHG_{CO_2e} = Consumption_{kWh} \times EF_{Supplier} / EF_{Residual\ mix} / EF_{Location}$ $GHG_{CO_2eq} = (Consumption_{kWh} - REC\ or\ GoO) \times EF_{Supplier} / EF_{Residual\ mix} / EF_{Location}$	Invoices, meter readings, Renewable Energy Certificates (RECs), Guarantees of Origin (GoOs)	If a supplier emission factor (EF) is not available, the market residual mix EF is applied. If this is also unavailable, the location-based EF is applied
Gross Scope 3 category 1	CO ₂ eq	Spend-based method: $GHG_{CO_2eq} = EF \times Expense$	Spend data	Spend data is mapped according to spend item/ GL code and country for most precise EF association
Gross Scope 3 category 2	CO ₂ eq	Spend-based method: $GHG_{CO_2eq} = EF \times Expense$	Spend data	Spend data is mapped according to spend item/ GL code and country for most precise EF association

Metric	Unit	Calculation methodology	Data source/type	Estimation methodology, limitations, assumptions
Gross Scope 3 category 3	CO ₂ eq	Average-data method: Sum of well-to-tank (WTT) emissions for fuels, electricity, heat and steam, and transmission and distribution (T&D) for electricity. Fuels: $GHG_{CO_2eq} = EF_{WTT Fuels} \times Consumption_{Fuel}$ Electricity: $GHG_{CO_2eq} = EF_{WTT Electricity} \times Consumption_{Electricity}$ Heat and steam: $GHG_{CO_2eq} = EF_{WTT Heating} \times Consumption_{Heating}$ T&D losses: $GHG_{CO_2eq} = EF_{T\&D} \times Consumption_{Electricity}$	Based on Scope 1 and 2 calculations	
Gross Scope 3 category 4	CO ₂ eq	Hybrid method: Distance-based method: $GHG_{CO_2eq} = EF_{Vehicle\ type} \times (Distance \times Quantity)$ Spend-based method: $GHG_{CO_2eq} = EF \times Expense$	Details from logistics provider regarding distance, quantity and mode of transport; spend data	Spend data is mapped according to spend item/ GL code and country for most precise EF association
Gross Scope 3 category 5	CO ₂ eq	Average data method: Quantity of waste is estimated based on average treatment prices; waste treatment distribution is based on global averages; EFs are applied for each treatment method. $Waste\ quantity = Spend_{Waste\ treatment} \times Price_{Waste\ treatment}$ $Waste\ quantity_{Per\ treatment} = Waste\ quantity \times \% Waste\ treatment$ $GHG_{CO_2eq} = EF_{Waste\ treatment} \times Waste\ quantity_{Per\ treatment}$	Spend data	Spend data is mapped according to spend item/ Genral Ledger (GL) code and country for most precise EF association
Gross Scope 3 category 6	CO ₂ eq	Hybrid method: Distance based: $GHG_{CO_2eq} = EF_{transport\ type} \times Distance$ Spend-based: $GHG_{CO_2eq} = EF \times Expense$	Travel system extract; spend data	Spend data is mapped according to spend item/ GL code and country for most precise EF association
Gross Scope 3 category 7	CO ₂ eq	Average-data method: $GHG_{CO_2eq} = FTE \times (Distance \times Working\ Days \times EF_{Average\ vehicle})$	FTE numbers, Average data	Average daily commuting distances based on site location and average number of commuting days (assuming all commuting is done by car)

Metric	Unit	Calculation methodology	Data source/type	Estimation methodology, limitations, assumptions
Gross Scope 3 category 9	CO ₂ eq	Distance-based method: $GHG_{CO_2eq} = EF_{HG\ V\ (all\ diesel)-100\% \ laden} \times Distance \times Quantity\ of\ sold\ products$ $GHG_{CO_2e} = \% Annual\ time\ storage \times EF \times Quantity\ of\ sold\ products$	Sold product quantities; average data	Estimated average shelf life of storage at customer facilities is based on average shelf life of two main fertility products in US
Gross Scope 3 category 12	CO ₂ eq	Average-data method: $GHG_{CO_2eq} = Packaging\ quantity \times (\% Waste\ treatment \times EF_{Waste\ treatment})$	Sold product quantities, average data	Quantity of packaging waste is based on weight of each component in the two Ferring products with largest production volumes
Gross Scope 3 category 14	CO ₂ eq	Spend-data method: $GHG_{CO_2eq} = Royalties \times (GHG\ Scope\ 1\ \&\ 2\ Licensee) (Revenue\ Licensee)$	Revenue information from licensees; consolidated financial accounts of Ferring's royalty income	Ferring's royalty earnings from out-licensing agreements are multiplied by the revenue-based carbon intensity of our licensees
Gross Scope 3 category 15	CO ₂ eq	Investor-reported method: $GHG_{CO_2eq} = Scope\ 1\ \&\ 2_{Investee} \times Share\ investee\ \%$	Investee Scope 1 and 2; consolidated financial data	Cannot be calculated if investee accounts for GHG emissions
Gross Scope 3 GHG emissions	CO ₂ eq	Sum CO ₂ eq of all applicable Scope 3 categories		
Total energy consumption – fossil sources	MWh	Non-renewable energy = Total energy – Renewable energy	Invoices, meter readings	
Total renewable energy consumption	MWh	Renewable energy = REC + GoO + Self-generated + Energy _{Biofuels}	Invoices, meter readings, RECs, GoOs	Renewable energy is only accounted for if there is objective evidence at the time of reporting
GHG intensity per net revenue	CO ₂ eq	Total GHG emissions (tCO ₂ eq)/Net revenue (€)	Data sources for Scope 1, 2 and 3; consolidated financial data	Any uncertainties mentioned for Scope 1, 2 and 3 data sources

Data accuracy and improvement

Scope	% primary data
Scope 1	100%
Scope 2	100%
Scope 3	80%

Scope 3 data improvement

We recognise the limitations of relying on spend data for calculating Scope 3 emissions. In coming years, we will work to obtain and incorporate supplier-specific emission factors, leveraging quantities, weights and volumes of purchased physical goods for more accurate calculations.

In addition, we will expand our data coverage to include distance-based emissions data for upstream distribution and business travel.

SBTi target setting methodology

Our science-based targets were set using a cross-sector pathway, applying version 5.3 of the Corporate Near-Term Criteria and Version 1.3 of the Corporate Net-Zero Standard Criteria and target setting tool.

The scope of targets is aligned with Ferring's financial reporting boundaries. No emissions are excluded from the target boundary.

All targets were validated and approved by the SBTi in 2025.

Target wording	Target type	Target base year	Target coverage	Target year	Base year value	FY 2025 value	2023-2025 % change	Target completion %
Ferring Group commits to reduce absolute Scope 1 and 2 (market-based) GHG emissions by 58.8% by 2034 from a 2023 baseline	Absolute	2023	100% of base year emissions	2034	57,144 (tCO ₂ e)	50,411 (tCO ₂ e)	-12%	20%
Ferring Group commits that 74.0% of its suppliers by emissions (covering purchased goods and services, capital goods and upstream transportation and distribution) will have science-based targets by 2030	Supplier engagement	2023	100% of base year emissions	2030	7%	7%	0%	9%
Ferring Group commits to reduce absolute Scope 1 and 2 GHG emissions by 90.0% by 2050 from 2023 baseline	Absolute	2023	100% of base year emissions	2050	57,144 (tCO ₂ e)	50,411 (tCO ₂ e)	-12%	13%
Ferring Group commits to reduce absolute Scope 3 GHG emissions (from purchased goods and services, capital goods, upstream transportation and distribution, waste generated in operations, business travel and end-of-life treatment of sold products) by 90.0% by 2050 from a 2023 base year	Absolute	2023	90% of Scope 3 base year emissions; 100% of Scope 3 categories 1, 2 and 4	2050	593,684 (tCO ₂ e)	560,363 (tCO ₂ e)	-6%	6%

S1 – Employee engagement

Metrics

Metric	Unit	Calculation methodology	Data source/type	Estimation methodology, limitations and assumptions
Engagement survey mean	Likert scale scores (1-5)	Gallup's calculation methodology is confidential	Global employee survey responses	N/A due to methodology confidentiality
Leadership Excellence Survey	Likert scale scores (1-5)	Gallup's calculation methodology is confidential	Global employee survey responses	N/A due to methodology confidentiality
Accountability index	Likert scale scores (1-5)	Gallup's calculation methodology is confidential	Global employee survey responses	N/A due to methodology confidentiality
Employee headcount	Number	Number of own employees (permanent + temporary + non-guaranteed hours)	Human Capital Management System	-
Employee headcount by gender	Number	Number of own employees registered as male, female, other, or not reported (at end of year)	Human Capital Management System	Gender is self-described
Employee headcount by country	Number	Number of own employees in each country, ranked by number of employees and capped at 10 largest countries (at end of year)	Human Capital Management System	-
Employee headcount by contract type and gender	Number	Number of own employees by contract type; number of own employees by gender within each contract category (at end of year)	Human Capital Management System	-
Percentage of people in own workforce covered by health and safety management system	Percentage	Number of headcount covered by ISO-certified and non-certified safety management systems and by safety incident reporting system divided by total employee headcount x 100	Global EHS subject matter experts	Health and safety management system is available to all, but maturity depends on local implementation

Metric	Unit	Calculation methodology	Data source/type	Estimation methodology, limitations and assumptions
Number of fatalities from work-related injuries for own employees in TechOps	Number	Number of work-related fatalities reported in safety incident reporting system in the reporting year	EHS system reports	Does not include any cases that are not reported in EHS system
Number of fatalities from work-related ill health for own employees in TechOps	Number	Number of work-related fatalities reported in safety incident reporting system in the reporting year	EHS system reports	Does not include any cases that are not reported in EHS system
Total number of fatalities from work-related injuries and ill health for own employees in TechOps	Number	Number of work-related fatalities in the reporting year	EHS system reports	Does not include any cases that are not reported in EHS system
Number of recordable work-related accidents among own employees in TechOps	Number	Number of incidents reported in safety incident reporting system, including medical treatment, restricted work, lost time, permanent disabilities and fatalities in the reporting year	EHS system reports	Does not include any cases that are not reported in EHS system
TRIR in TechOps	Number	Number of cases in the reporting year divided by total hours worked by own employees x 1 million	EHS system reports	Does not include any cases that are not reported in EHS system
Number of cases of recordable work-related ill health for own employees in TechOps	Number	Number of cases reported in incident reporting system in the reporting year	EHS system reports	Does not include any cases that are not reported in EHS system
Number of days lost by own employees due to work-related injuries, recordable work-related accidents and work-related ill health in TechOps	Number	Number of days' absence in the reporting year, including first and last day of absence as well as days not scheduled for work (e.g. weekends, public holidays)	EHS system reports	Does not include any cases that are not reported in EHS system

S4 – Access to affordable healthcare

Metrics

Metric	Unit	Calculation methodology	Data source/type	Estimation methodology, limitations and assumptions
Number of doses of Carbetocin Ferring supplied for use in public and not-for-profit sectors of L&LMICs	Number	Orders dispatched	Shipment data	-
Number of regulatory submissions for Carbetocin Ferring	Number	Number of countries where dossier was submitted	Regulatory system	-

G1 – Governance

Metrics

Metric	Unit	Calculation methodology	Data source/type	Estimation methodology, limitations and assumptions
Percentage of employees trained on Code of Conduct	Percentage	Number of employees who have completed training divided by total number of employees x 100	Learning Management System (LMS) extract	Due to various leave periods and some employees not having access to LMS/corporate computers, 100% of employees trained will never be achieved
Percentage of employees trained on ethics	Percentage	Number of employees who have completed training divided by total number of employees x 100	LMS extract	Due to various leave periods and some employees not having access to LMS/corporate computers, 100% of employees trained will never be achieved
Number and nature of incidents reported on AlertLine	Number	Number of incidents by incident type	AlertLine case management database	Cases often contain several incident types, so categorisation is according to the main topic in each case
Number of approvals	Number	Number of applications approved by Compliance in the system	Compliance Management System	Metric only covers applications that have been submitted for approval through the system. Activities managed outside the system either do not follow compliance standards, or follow a process that is managed locally (i.e. with limited visibility at global level)
Time to completion				Time to completion does not necessarily indicate a poor submission, as it can also be affected by leave, travel and other scheduling challenges within the Compliance team
Number of tickets opened for systems usage	Number	Number of tickets opened in systems support	Compliance Management System	Metric does not provide a complete picture of the system's effectiveness, as it is dependent on users' knowledge, understanding and experience which can vary considerably
Number of third parties reviewed and cleared from a sanctions perspective	Number	Number of third parties that have been reviewed and cleared as part of the process integrated into our procurement system	Procurement system (GTS screening)	Parties are screened upon entry into our procurement system. Ideally, this screening should take place at request for proposal (RFP) stage
Percentage of employees who have completed disclosures form	Percentage	Number of employees who have completed disclosures divided by total number of employees x 100	Completion rate tracked in our Case Management System	Due to various leave periods and some employees not having access to LMS/corporate computers, 100% completion will never be achieved

A diverse group of people, including a young woman, a man, an older man, a young girl, and an older woman, are walking hand-in-hand on a sandy beach. They are smiling and looking towards the camera. The background shows the ocean waves and a clear blue sky with some light clouds. The overall mood is positive and family-oriented.

*Building families and
helping people live better lives*

FERRING

PHARMACEUTICALS